



# 2023-24 Grow Your Own Grant Annual Report

**Publication Date:** February 6, 2025

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## Background: Grow Your Own Grant

During the past ten years, enrollment in teacher education programs has declined by over 25 percent. While this much of a decline impacts all LEAs, it impacts schools with high percentages of students of color, schools with high percentages of students in poverty and urban and rural schools the most. In addition, the decline makes filling hard-to-staff content areas like special education, math and science more challenging as well as recruiting male candidates and teacher candidates of color.

Attrition data represents the number of positions the LEAs need to fill from one year to the next. In the state of Missouri, average attrition rates for the last six years are approximately 11 percent to 11.5 percent. This is higher than the nationwide average of 8 percent or the average 4 percent that occurs in high performing countries. The majority of vacant positions are filled with new teachers. In our state, not only do too many teachers leave the profession, but also there are fewer and fewer teachers available to replace them. As a result, when an LEA cannot find teachers, they are forced to leave positions vacant or fill vacant positions with teachers who teach out of their area of certification or are not certified at all.

Having excellent teachers for all students is a goal shared by all schools and the Missouri Department of Elementary and Secondary Education. Recruiting high-quality teachers comes with challenges. By attracting and supporting students and other adults in their home districts to be future teachers, districts are helping to ensure excellent education for all. Research supports growing your own teachers as a viable means of creating a continuous supply of quality, prospective candidates who are reflective of the diverse teacher workforce needs within a local school community.

The Missouri Grow Your Own Grant, more commonly known as GYO Grant, originally began as a grant opportunity funded by federal relief funds that began in 2020. GYO programs align with one of the priorities of the Missouri Department of Elementary and Secondary Education: Prepare, develop and support educators to ensure an effective teacher in every classroom and an effective leader in every school. These programs also provide a culture of collaboration between school districts, higher education and communities, serve as a workforce development initiative, and instill community pride when students return to teach.

The Missouri Department of Elementary and Secondary Education aims to address four goals through this grant opportunity:

- I. Address teacher shortages in high-need content and geographic areas across the state
- II. Recruit a more diverse teacher workforce to serve the growing diversity of Missouri students
- III. Improve teacher retention through school and community supports
- IV. Increase the learning success of Missouri students under high-quality teaching staff.

The Blue Ribbon Commission recommended that the legislature expand the original grants to establish a sustainable state funded program geared towards paraprofessionals, adults, and/or middle and high school CTE programs. In June 2023, Governor Parsons signed the state budget which included \$2.5 million for GYO Grants. The budgeted item allows 125 districts/LEAs selected on a competitive basis to

be awarded a \$10,000 grant and also provided funding to 15 educator preparation programs and five community colleges.

Information for this annual report was provided to the Department of Elementary and Secondary Education (DESE) using an online survey that was sent to the lead contact for each participating school district/LEA. A statistical summary of the GYO Grant Program for the 2023-24 school year is included, a map showing statewide distributions of the 125 districts awarded the grant, expenditures completed per district, open-ended responses in Appendix A, and end of year survey data in Appendix B.

The table below identifies the districts that received the grant during the 2023-24 school year.

Academy for Integrated Arts	Cowgill R-VI	Joplin Schools	Montrose R-XIV	Scott Co. R-IV
Altenburg Dist. #48	Crawford County R-II	Kearney R-I	Mount Vernon R-V	Sedalia 200
Ava R-I	Crocker R-II	Kingston K-14	Mountain Grove Schools	Seneca R-VII
Belton #124	Dadeville R-II School	Kirksville R-III	Mountain View-Birch Tree R-III	Slater School District
Bernie R-XIII	Delta R-V	Knox Co. R-I	Nevada R-V	South Callaway R-II
Billings R-IV	Diamond R-IV	La Monte R-IV	New Franklin R-I	South Iron Co R-I
Bloomfield R-XIV	Eldon R-I	Laclede Co. C-5, Joel E. Barber School	New Haven School District	Southern Boone Co. R-1
Blue Springs R-IV	Farmington R-VII	Lafayette Preparatory Academy	Nixa Public Schools	Spokane R-VII
Bolivar R-I	Fort Osage R-I	Lamar R-I	North Callaway Co. R-I	Springfield R-XII
Bowling Green R-1	Fredericktown R-I	Lee's Summit R-VII	North St. Francois Co. R-I	St. James R-1
Branson R-IV	Fulton 58	Leeton R-X	Northwest R-I	St. Joseph School District
Brookfield R-III	Gideon 37	Liberty 53	Park Hill School District	Ste. Genevieve R-II
Brunswick R-II	Glasgow School District	Lincoln Co. R-III	Platte Co. R-III	Stoutland R-II
Bunker R-III	Grain Valley R-V	Lutie R-VI	Pleasant View R-6	Summersville R-II
Campbell R-II	Guadalupe Centers Charter School	Macon County R-IV	Potosi R-III	The Soulard School
Cape Girardeau 63	Hancock Place School District	Maplewood Richmond Heights School District	Putnam Co. R-I	Tipton R-VI
Caruthersville #18	Harrisburg R-VIII	Maries Co. R-II	Puxico R-VIII	Trenton R-IX
Cassville R-IV	Hazelwood School District	Marion C. Early R-V	Raymore-Peculiar R-II	Twin Rivers R-X
Center #58	Hickory County R-I	Marshall Public Schools	Renick R-V	Van Buren R-1
Chillicothe R-II	Hollister R-V	Marshfield R-I	Republic R-III	Waynesville R-VI
City Garden Montessori School	Humansville R-IV	McDonald Co. R-I	Richards R-V	Webster Groves School District
Clark Co. R-1	Hume R-VIII	Mehlville R-IX	Richland R-IV	Wellington-Napoleon R-IX

Clearwater R-I	Independence 30	Midway R-I	Ritenour School District	Westview C-6
Clinton School District	Iron Co. C-4	Moberly #81	Rockwood School District	Woodland R-IV
Couch R-I	Jennings School District	Momentum Academy	School of the Osage	Wright City R-II

## Expenditures of the 2023-24 Grow Your Own Grant Awardees

LEAs were approved to use the GYO grant funds to support a wide variety of activities in each of four important GYO categories including: partnerships, recruitment and selection, preparation and support, and evaluation. Activities were approved to be in several different categories or could have focused on just one. All grant recipients were required to engage in evaluation activities to identify the degree of success of their overall efforts. The following bulleted items are possible activities that districts could use the GYO grant funds for under each category. The bulleted items are not comprehensive and districts were allowed to be creative as long as the activities fell in the general categories.

### Category I: Partnerships

- Host events that connect students to teacher education programs and personnel including field trips to campuses and observing classrooms with college students
- Host events that connect students to important community members and stakeholders to demonstrate broad support
- Provide informational trips to other regional schools to allow students to connect with teachers outside their LEA
- Provide stipends to teachers and other LEA staff who coordinate any of these activities

### Category II: Recruitment and Selection

- Provide events for students or send them to existing events to build their interest in the teaching profession (i.e. Opportunity Fairs, College and Career Nights, college campus visits, etc.)
- Create materials that promote the teaching profession like brochures, t-shirts, window clings, pins, etc.
- Develop announcements featuring prominent individuals talking about the importance of teachers in their lives and the teaching profession
- Provide guest speakers, campus visits, and other field trips to middle school students to begin their consideration of the teaching profession
- Host a dinner (celebration) to announce high school students entering a teacher education program and invite parents, mentor teacher and administrators
- Provide stipends to teachers and other LEA staff who coordinate any of these activities

### Category III: Preparation and Support

- Invite students to participate in a Teacher Academy, Future Teachers of America chapter, Educators Rising chapter and/or Teacher Cadet Opportunity
- Establish dual credit, dual enrollment opportunities and/or scholarships to support students' education about the teaching profession
- Provide LEA employment to students as a before/after school care aid, tutor, substitute assistant, summer school job, etc.
- Provide scholarships for tuition, room and/or board for students taking teacher education courses
- Provide extra duty stipends or release time for teachers who serve as sponsors for academies, chapters, clubs, or serve as future teacher mentors

Category IV: Evaluation

- Provide funding to collect school and university data on the efficacy of the GYO strategies and efforts
- Provide funding to support events to publicly share data on the success of students and the program
- Provide stipends to teachers and other LEA staff who coordinate any of these activities

The following table shows the expenditure per district and then provides the funds not spent per district.

FY24 GYO LEA GRANT TOTAL PAYMENT SUMMARY				
CODE	NAME	APPROVED FER AMOUNT	FY24 TOTAL PAYMENT AMOUNT	FUNDS NOT SPENT
048927	ACADEMY FOR INTEGRATED ARTS	\$10,000.00	\$10,000.00	\$0.00
079078	ALTENBURG 48	\$0.00	\$60.20	\$9,939.80
034124	AVA R-I	\$0.00	\$10,000.00	\$0.00
019152	BELTON 124	\$9,976.79	\$9,976.79	\$23.21
103135	BERNIE R-XIII	\$10,000.00	\$10,000.00	\$0.00
022091	BILLINGS R-IV	\$10,000.00	\$10,000.00	\$0.00
103131	BLOOMFIELD R-XIV	\$10,000.00	\$10,000.00	\$0.00
048068	BLUE SPRINGS R-IV	\$10,000.00	\$10,000.00	\$0.00
084001	BOLIVAR R-I	\$10,000.00	\$10,000.00	\$0.00
082100	BOWLING GREEN R-I	\$1,441.07	\$1,441.07	\$8,558.93
106004	BRANSON R-IV	\$10,000.00	\$10,000.00	\$0.00
058112	BROOKFIELD R-III	\$10,000.00	\$10,000.00	\$0.00
021149	BRUNSWICK R-II	\$10,000.00	\$10,000.00	\$0.00
090077	BUNKER R-III	\$8,000.00	\$8,000.00	\$2,000.00
035093	CAMPBELL R-II	\$9,978.41	\$9,978.41	\$21.59
016096	CAPE GIRARDEAU 63	\$6,252.62	\$6,252.62	\$3,747.38
078012	CARUTHERSVILLE 18	\$10,000.00	\$10,000.00	\$0.00

005123	CASSVILLE R-IV	\$10,000.00	\$10,000.00	\$0.00
048080	CENTER 58	\$10,000.00	\$10,000.00	\$0.00
059117	CHILLICOTHE R-II	\$8,750.00	\$8,750.00	\$1,250.00
115911	CITY GARDEN MONTESSORI	\$10,000.00	\$10,000.00	\$0.00
023101	CLARK CO. R-I	\$10,000.00	\$10,000.00	\$0.00
111087	CLEARWATER R-I	\$9,209.25	\$9,209.25	\$790.75
042124	CLINTON	\$7,890.90	\$7,890.90	\$2,109.10
075084	COUCH R-I	\$9,643.10	\$9,643.10	\$356.90
013058	COWGILL R-VI	\$5,551.14	\$5,551.14	\$4,448.86
028102	CRAWFORD CO. R-II	\$1,812.55	\$1,812.55	\$8,187.45
085049	CROCKER R-II	\$0.00	\$10,000.00	\$0.00
029002	DADEVILLE R-II	\$0.00	\$2,004.05	\$7,995.95
016092	DELTA R-V	\$10,000.00	\$10,000.00	\$0.00
073102	DIAMOND R-IV	\$10,000.00	\$10,000.00	\$0.00
066102	ELDON R-I	\$10,000.00	\$10,000.00	\$0.00
094078	FARMINGTON R-VII	\$9,969.21	\$9,969.21	\$30.79
048066	FORT OSAGE R-I	\$10,000.00	\$10,000.00	\$0.00
062072	FREDERICKTOWN R-I	\$0.00	\$10,000.00	\$0.00
014129	FULTON 58	\$9,999.00	\$9,999.00	\$1.00
072073	GIDEON 37	\$10,000.00	\$10,000.00	\$0.00
045078	GLASGOW	\$10,000.00	\$10,000.00	\$0.00
048069	GRAIN VALLEY R-V	\$10,000.00	\$10,000.00	\$0.00
048902	GUADALUPE CENTERS SCHOOLS	\$9,583.02	\$9,583.02	\$416.98
096103	HANCOCK PLACE	\$0.00	\$10,000.00	\$0.00
010092	HARRISBURG R-VIII	\$0.00	\$10,000.00	\$0.00
096088	HAZELWOOD	\$10,000.00	\$10,000.00	\$0.00
043001	HICKORY CO. R-I	\$10,000.00	\$10,000.00	\$0.00
106005	HOLLISTER R-V	\$7,231.34	\$7,231.34	\$2,768.66
084004	HUMANSVILLE R-IV	\$0.00	\$10,000.00	\$0.00
007125	HUME R-VIII	\$9,988.72	\$9,988.72	\$11.28
048077	INDEPENDENCE 30	\$8,614.35	\$8,614.35	\$1,385.65
047065	IRON CO. C-4	\$10,000.00	\$10,000.00	\$0.00
096104	JENNINGS	\$10,000.00	\$10,000.00	\$0.00
049148	JOPLIN SCHOOLS	\$10,000.00	\$10,000.00	\$0.00
024086	KEARNEY R-I	\$9,987.56	\$9,987.56	\$12.44
110014	KINGSTON K-14	\$6,565.60	\$6,565.60	\$3,434.40
001091	KIRKSVILLE R-III	\$10,000.00	\$10,000.00	\$0.00
052096	KNOX CO. R-I	\$10,000.00	\$10,000.00	\$0.00
080118	LA MONTE R-IV	\$10,000.00	\$10,000.00	\$0.00
053114	LACLEDE CO. C-5	\$10,000.00	\$10,000.00	\$0.00

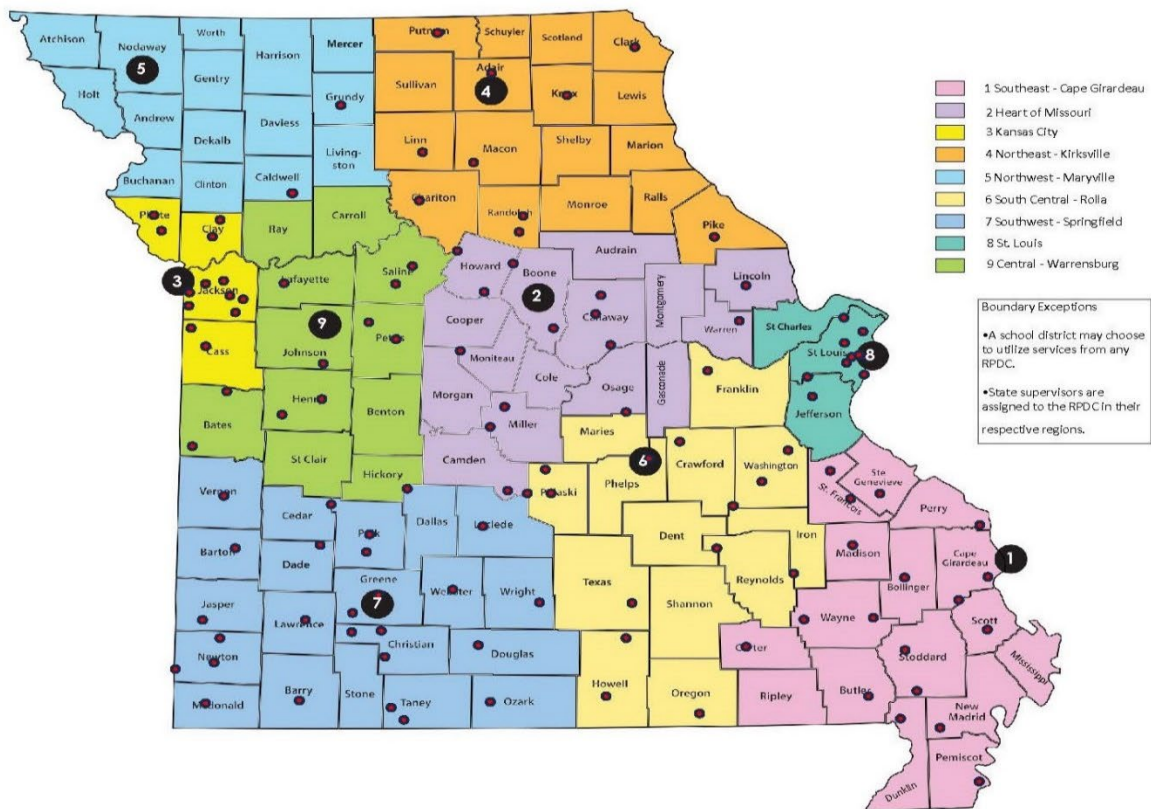
115924	LAFAYETTE PREPARATORY ACADEMY	\$0.00	\$10,000.00	\$0.00
006104	LAMAR R-I	\$8,920.00	\$8,920.00	\$1,080.00
048071	LEE'S SUMMIT R-VII	\$10,000.00	\$10,000.00	\$0.00
051156	LEETON R-X	\$5,052.00	\$5,052.00	\$4,948.00
024090	LIBERTY 53	\$0.00	\$10,000.00	\$0.00
077104	LUTIE R-VI	\$10,000.00	\$10,000.00	\$0.00
061158	MACON CO. R-IV	\$9,706.10	\$9,706.10	\$293.90
096107	MAPLEWOOD-RICHMOND HEIGHTS	\$10,000.00	\$10,000.00	\$0.00
063067	MARIES CO. R-II	\$8,330.46	\$8,330.46	\$1,669.54
084005	MARION C. EARLY R-V	\$0.00	\$0.00	\$10,000.00
097129	MARSHALL	\$10,000.00	\$10,000.00	\$0.00
112102	MARSHFIELD R-I	\$10,000.00	\$10,000.00	\$0.00
060077	MCDONALD CO. R-I	\$8,000.00	\$8,000.00	\$2,000.00
096094	MEHLVILLE R-IX	\$10,000.00	\$10,000.00	\$0.00
019151	MIDWAY R-I	\$0.00	\$0.00	\$10,000.00
088081	MOBERLY	\$10,000.00	\$10,000.00	\$0.00
115923	MOMENTUM ACADEMY	\$10,000.00	\$10,000.00	\$0.00
042121	MONTROSE R-XIV	\$9,666.36	\$9,666.36	\$333.64
114114	MOUNTAIN GROVE R-III	\$10,000.00	\$10,000.00	\$0.00
046130	MOUNTAIN VIEW-BIRCH TREE R-III	\$0.00	\$0.00	\$10,000.00
055108	MT. VERNON R-V	\$9,733.95	\$9,733.95	\$266.05
108142	NEVADA R-V	\$9,976.11	\$9,976.11	\$23.89
045076	NEW FRANKLIN R-I	\$10,000.00	\$10,000.00	\$0.00
036138	NEW HAVEN	\$9,300.00	\$9,300.00	\$700.00
022089	NIXA PUBLIC SCHOOLS	\$10,000.00	\$10,000.00	\$0.00
014126	NORTH CALLAWAY CO. R-I	\$0.00	\$0.00	\$10,000.00
094083	NORTH ST. FRANCOIS CO. R-I	\$4,948.93	\$4,948.93	\$5,051.07
050001	NORTHWEST R-I	\$10,000.00	\$10,000.00	\$0.00
083005	PARK HILL	\$9,900.00	\$9,900.00	\$100.00
083003	PLATTE CO. R-III	\$10,000.00	\$10,000.00	\$0.00
040103	PLEASANT VIEW R-VI	\$9,166.46	\$9,166.46	\$833.54
110029	POTOSI R-III	\$10,000.00	\$10,000.00	\$0.00
086100	PUTNAM CO. R-I	\$0.00	\$10,000.00	\$0.00
103130	PUXICO R-VIII	\$10,000.00	\$10,000.00	\$0.00
019142	RAYMORE-PECULIAR R-II	\$9,683.77	\$9,683.77	\$316.23
088073	RENICK R-V	\$10,000.00	\$10,000.00	\$0.00
039134	REPUBLIC R-III	\$10,000.00	\$10,000.00	\$0.00
046132	RICHARDS R-V	\$10,000.00	\$10,000.00	\$0.00
085044	RICHLAND R-IV	\$10,000.00	\$10,000.00	\$0.00



096110	RITENOUR	\$10,000.00	\$10,000.00	\$0.00
096091	ROCKWOOD R-VI	\$0.00	\$0.00	\$10,000.00
066105	SCHOOL OF THE OSAGE	\$8,106.73	\$8,106.73	\$1,893.27
100061	SCOTT CO. R-IV	\$10,000.00	\$10,000.00	\$0.00
080125	SEDALIA 200	\$10,000.00	\$10,000.00	\$0.00
073106	SENECA R-VII	\$0.00	\$10,000.00	\$0.00
097130	SLATER	\$10,000.00	\$10,000.00	\$0.00
014130	SOUTH CALLAWAY CO. R-II	\$6,703.42	\$6,703.42	\$3,296.58
047060	SOUTH IRON CO. R-I	\$1,961.00	\$1,961.00	\$8,039.00
010087	SOUTHERN BOONE CO. R-I	\$0.00	\$9,955.65	\$44.35
022094	SPOKANE R-VII	\$8,143.62	\$8,143.62	\$1,856.38
039141	SPRINGFIELD R-XII	\$10,000.00	\$10,000.00	\$0.00
081094	ST. JAMES R-I	\$10,000.00	\$10,000.00	\$0.00
011082	ST. JOSEPH	\$0.00	\$0.00	\$10,000.00
095059	STE. GENEVIEVE CO. R-II	\$9,999.96	\$9,999.96	\$0.04
015001	STOUTLAND R-II	\$10,000.00	\$10,000.00	\$0.00
107153	SUMMERSVILLE R-II	\$0.00	\$10,000.00	\$0.00
115932	THE SOULARD SCHOOL	\$10,000.00	\$10,000.00	\$0.00
068073	TIPTON R-VI	\$10,000.00	\$10,000.00	\$0.00
040107	TRENTON R-IX	\$0.00	\$7,347.46	\$2,652.54
057003	TROY R-III	\$10,000.00	\$10,000.00	\$0.00
012110	TWIN RIVERS R-X	\$10,000.00	\$10,000.00	\$0.00
018050	VAN BUREN R-I	\$10,000.00	\$10,000.00	\$0.00
085046	WAYNESVILLE R-VI	\$5,456.02	\$5,456.02	\$4,543.98
096114	WEBSTER GROVES	\$10,000.00	\$10,000.00	\$0.00
054043	WELLINGTON-NAPOLEON R-IX	\$10,000.00	\$10,000.00	\$0.00
073105	WESTVIEW C-6	\$0.00	\$3,454.00	\$6,546.00
009080	WOODLAND R-IV	\$9,991.60	\$9,991.60	\$8.40
109002	WRIGHT CITY R-II OF WARREN CO.	\$9,910.94	\$9,910.94	\$89.06
	<b>Totals</b>	<b>\$953,102.06</b>	<b>\$1,085,923.42</b>	<b>\$164,076.58</b>

## Distribution of the 2023-24 Grow Your Own Grants

The GYO grant was awarded to 125 LEAs/districts across all nine regions. The following map of Missouri and table indicates that significantly more grants were awarded in the Southwest, Southeast, and South Central regions with significantly less awarded in Northwest, Northeast and Central regions.



Region of the State	Number of Districts with GYO Grant
Southeast (region 1)	18
Heart of Missouri (region 2)	13
Kansas City (region 3)	15
Northeast (region 4)	10
Northwest (region 5)	5
South Central (region 6)	16
Southwest (region 7)	25
St. Louis (region 8)	13
Central (region 9)	10

**Appendix A: The following responses are a sample of those that were recorded from applications and surveys completed by 2023-24 GYO recipients. All received applications and survey responses were reviewed and acknowledged.**

1. “We made great strides last year closing the diversity gap and making sure our student demographic and teacher demographic are similar. Our students that are African American are currently 7% and we are at **11% African American for our staff**. For a small rural school that has under 100 K-12 students, this is a huge attainment. In our Junior High and High school, **55% of the teachers are male**. Making sure our staff understands our small rural farming community and its needs is really important. This is why recruiting students who have grown up here is vitally important to our future. This newest round of GYO grants will enable us to continue to do this.”
2. “With the previous round of the Grow Your Own grant, we initiated our first-ever FTA chapter. Through this, we are able to market the positive aspects of teaching to all of our K-12 students. We are now able to see the benefits as we have **4 high school students** who are confident they want to become teachers. Before our streamlined focus on Growing Our Own, we had 0 prospective teaching candidates. With the new round of GYO, we are able to add a new twist to our recruitment process by getting our teachers involved with talking to students about becoming a teacher.”
3. “We recruit paraprofessionals and substitute teachers. We actively encourage and mentor them if their goal is to pursue a teaching degree and include them in our professional development alongside our teachers. Due to the teaching shortage we have been forced in some situations to hire a teacher with substitute certification as they work on their degree. While these substitute certified teachers are invested in our district; it is important to support them through our mentoring program and also with financial assistance. These teachers are earning college credits as part of their teacher preparation program while they are working in our school. In many situations, these individuals took advantage of our Grow Your Own Program (GYOP) last year and **GYOP scholarships helped defray their costs** for earning full certification.”
4. “This allocation of funds from GYOP has also improved teacher retention in our district; we have **retained all of our provisionally certified and sub-certified faculty with the implementation of this plan**. Through the GYOP our district has addressed the teaching shortage in our own community, and furthered the expertise of our faculty.”
5. “We believe it is important to invest in the development of future educators within our own community. We begin with students attending our high School and guide them to enroll in our new course offering Introduction to Education in collaboration with a local university. We then mentor and support prospective teacher candidates through FTA cadet teaching and field experience in our elementary classrooms. This **sequence of opportunities allows students to have early exposure** in the field of education as a career choice.”

**Appendix B: The following tables show responses to questions presented to GYO grant recipients in a survey at the end of the 2023-24 school year. As shown here, grant recipients reported increased interest in teaching positions, building a larger teaching candidate pool, and improved student achievement as indicators of success of the GYO grant program.**

### 2023-24 Grow Your Own Grant Indicators of Success

As shown here, the most effective strategies included providing scholarships, establishing dual credit, and providing events for students or send students to events.

Indicator	Yes	No
Increasing interest in teaching positions.	79.67%	20.33%
Building a larger teacher candidate pool.	68.29%	31.71%
Recruiting racially/ethnically diverse teachers.	27.64%	72.36%
Recruiting male teachers.	39.84%	60.16%
Recruiting teachers in specific content area.	46.34%	53.66%
Recruiting teachers in schools in hard-to-staff locations.	41.46%	58.54%
Improving student achievement.	66.67%	33.33%

### Effectiveness of Top Five GYO Strategies in 2023-24

Strategy	Very Effective	Somewhat Effective	Ineffective	Did Not Use
Provide scholarships	56.10%	13.01%	1.63%	29.27%
Establish dual credit	39.02%	16.26%	1.63%	43.09%
Provide events for students or send	39.02%	26.02%	1.63%	33.33%
Invite students to participate in FTA, Ed Rising or Teacher Academy	35.77%	25.20%	1.63%	37.40%
Provide LEA employment to students	34.15%	15.45%	0.81%	49.59%